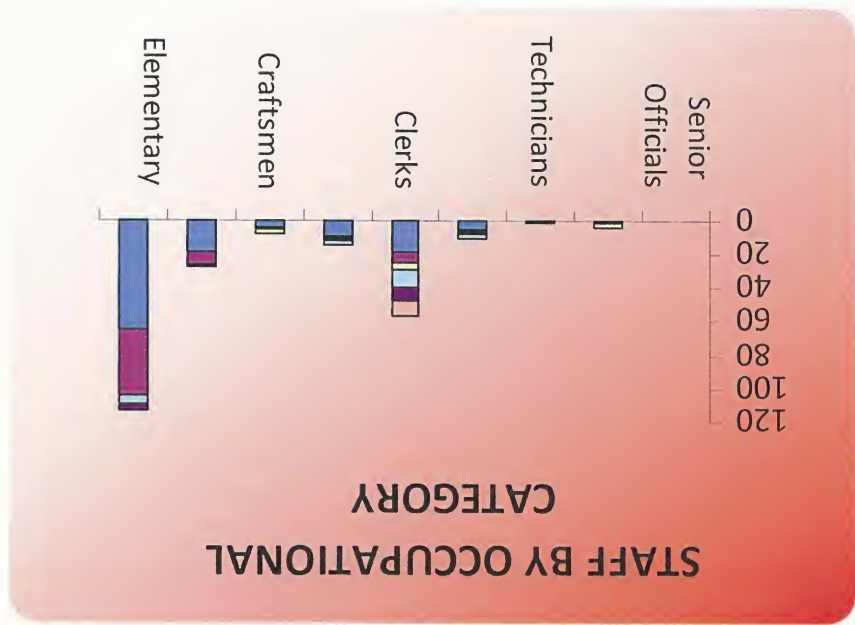


rs in occupational category as per Regulations EE42, broken down by race and gender as at 30 June 2008 are given below.

Coloured Male	White Male	African Female	Coloured Female	White Female
1	3			
2	1	2	1	
6	4	11	8	9
1	3			
9				
39		5	4	

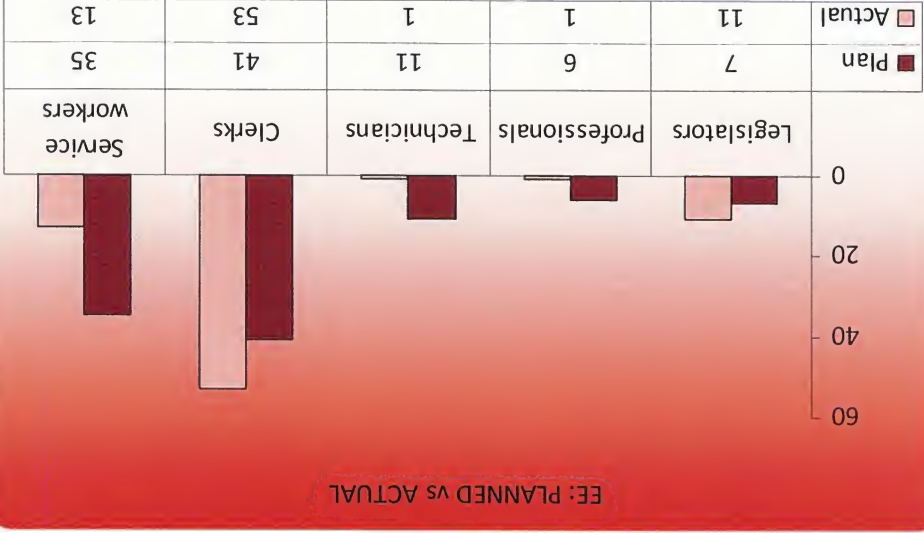


Employment Equity Plan

Camagara Municipality's holistic approach to employment equity relates to the vision of an institutional culture that is free of all forms of discrimination (including harassment), that nurtures everyone and that not only tolerates differences, but values diversity for the richness it brings to the work of a Municipality.

During the year appointments and promotions were conducted in accordance with the Employment Equity (EE) Policy, appointments will be made according to an Employment Equity schedule of numeric goals (i.e. if the numeric goal schedule indicates that the highest need is for black women, this will be the first choice, thereafter the next need, etc). If the personnel committee recommends a candidate who is not a member of the group as specified in the numeric goal schedule, they must fully motivate their conclusion that no suitably qualified candidate from the relevant groups could be found for the post.

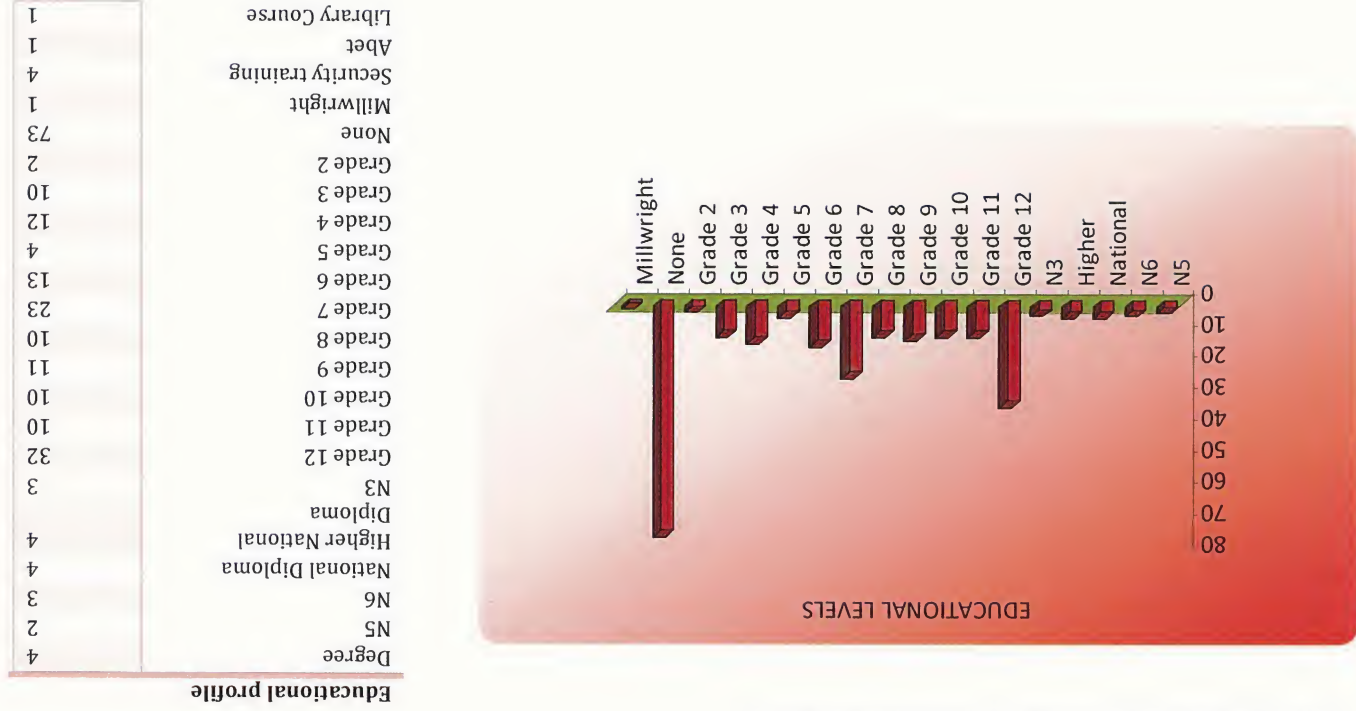
Significant progress was made in this regard, as indicated in the graph left:



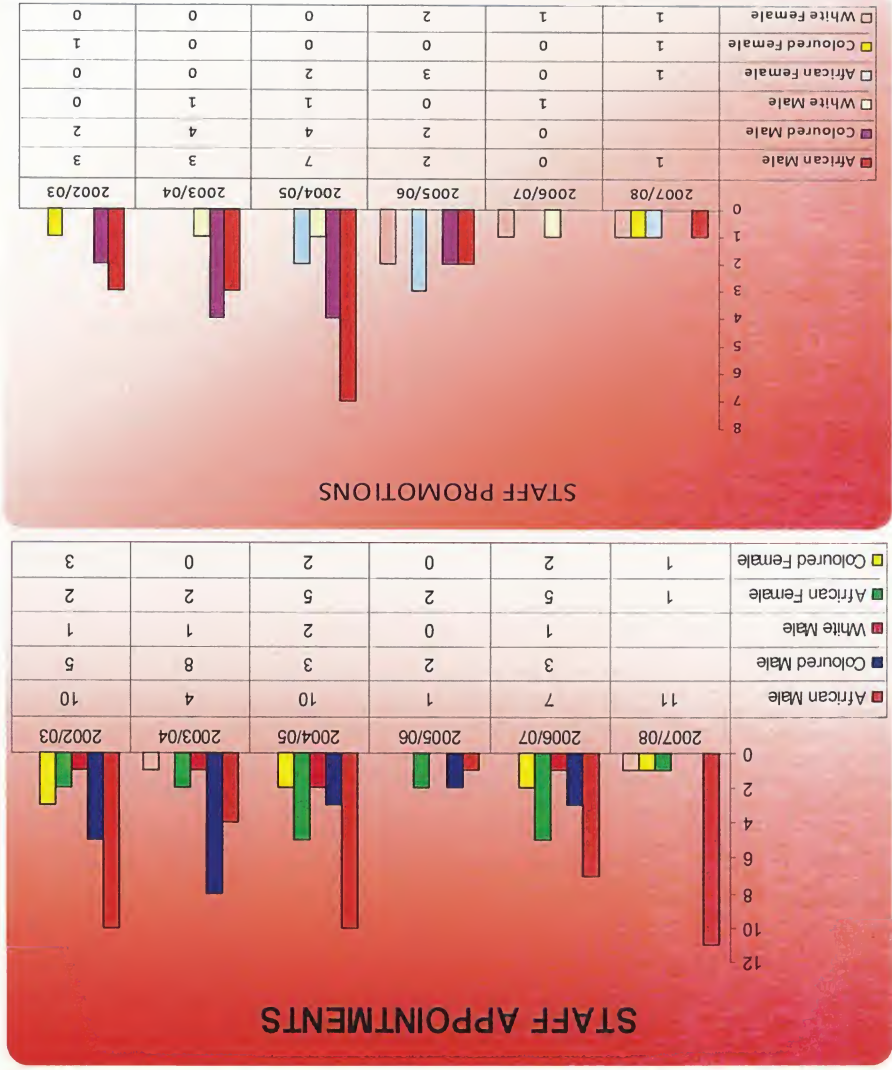
Training

Gamagara Municipality values its staff and considers training of staff imperative for continued excellent service delivery. During the financial year several workshops were attended by both staff and Councillors and extensive training of staff took place.

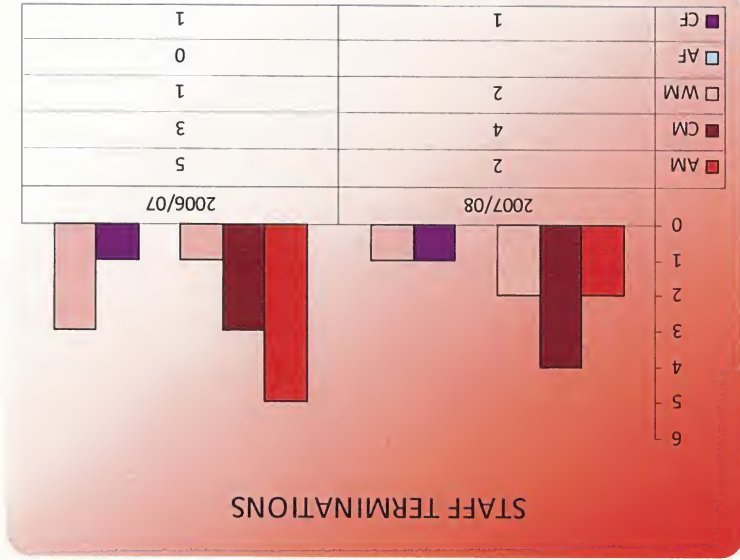
Current educational levels of staff are represented below:



Staff movements



Staff movements – appointments, promotions and terminations for the current and previous financial years – are indicated in the following graphs:



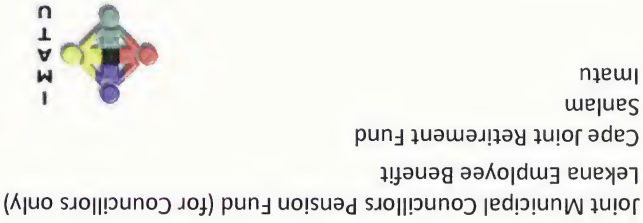
Medical aid and pension fund membership

All employees are members of a medical aid and pension fund, selected by own choice from the list below:

Medical Aids



Pension Funds



IT SYSTEMS

Gamagara Municipality utilizes the following IT systems:

Sebeta	Financial System
IMIS	GIS – Document flow - TGIS
Capman	HR and Leave
E Perform	Performance Management System

DISCLOSURE CONCERNING POLITICAL OFFICE BEARERS AND ADMINISTRATION

Political Office Bearers

Designation	Salary	Allowances	Travel & Vehicle	Pension Fund	UIF	Medical Aid	Cell phone	Other Benefits and Allowances	Total
(R000)									
Mayor (Mr MJ Rakoi)	292	100		41	1	5	13		453
Councillor 1 (Ms DP Moyo)	114	29		13	1	0	8		165
Councillor 2 (Mr OI Nampa)	114	29		13	1	0	8		165
Councillor 3 (Ms MM Addums)	114	29		13	1	0	8		165
Councillor 4 (Mr JC Kaars)	114	29		13	1	0	8		165
Councillor 5 (Mr OE Hantise)	114	29		13	1	0	8		165
Councillor 6 (Mr AC Oliver)	114	29		13	1	0	8		165
Councillor 7 (Ms LE Bosman)	114	29		13	1	0	8		165

Administration

	Salary	Travel & Vehicle	Pension Fund	UIF	Medical Aid	Other Benefits and Allowances	Total
Municipal Manager (Mr C Joachim)	275	197	47	1	22	47	590
Chief Financial Officer (Mr MN Grend)	249	171	43	1	31	34	529
Manager Community Services (Mrs Q Hinana)	359	117	36	1	0	40	553
Manager Corporate Services (Mr TC Itumeleng)	304	180	50	1	17	18	571
Manager Technical Services (Mr K Osiang)	249	174	43	1	31	36	534

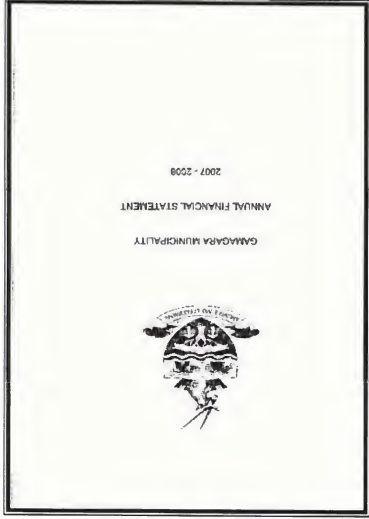
AUDITED STATEMENTS AND FINANCE RELATED INFORMATION

AUDIT REPORT 2007/2008



***AUDITOR GENERAL REPORT & FINANCIAL STATEMENTS 2007/2008 ATTACHED AS ANNEXURE D**

Financial Statements 2007/2008



FUNCTIONAL SERVICE DELIVERY REPORTING

*FUNCTIONAL SERVICE DELIVERY REPORTING ATTACHED AS ANNEXURE A

ANNEXURE A		
CHAPTER 5 FUNCTIONAL SERVICE DELIVERY REPORTING		
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CONCLUSION ... AND FUTURE OUTLOOK

Conclusion... and future outlook

The period under review was met with a number of challenges for Gamagara Municipality – both at the political level and for the administration. Despite the diverse challenges; good governance, sound financial management, well maintained infrastructure, development opportunities and tranquillity remain the centre of importance.

Gamagara Municipality continues to strive for political stability and administrative excellence. The administration did undergo major changes, and a stable and disciplined administration is expected in the next business cycle. The Municipality is financially sound and finances are managed effectively.

It is expected that Gamagara Municipality will further contribute to sound and lasting economic stability for all.

"To be a prosperous, harmonious Gamagara Municipality with a safe and healthy environment and to provide equal facilities for all" - Vision: Gamagara Municipality